

INFORMATION PAPER
2012 INFANTRY SERGEANT FIRST CLASS PROMOTION BOARD ANALYSYS

ATSH-IPP
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A. **PURPOSE:** To provide Infantry Force an analysis of the FY12 Sergeant First Class (SFC) Selection Board.

B. There were 4241 Infantry Staff Sergeants (SSG) considered for promotion to Sergeant First Class (SFC). At the time the board results were released 41 of the SSGs considered had separated from the Army. The following analysis is based off of 4200 Infantry SSGs considered for promotion. The Career Management Field (CMF) 11 had a selection rate of 19.88% for a total number selected of 835 (The Army selection rate was 24.58%).

C. CMF 11 Analysis:

1. Table 1 illustrates the comparison between the Army's selection rate and that of the Infantry and the other Maneuver and Fires Division (MFD) CMFs. Those highlighted in green are CMFs that were above the Army selection average of 24.6%, those highlighted in red show the CMFs that had selection rates lower than the Army rate.

COMPARISON OF MFD CMFs			
FORCE SEGMENT	CONSIDERED	SELECTED	RATE
ARMY TOTAL	28408	6983	24.6%
SPECIAL FORCES	287	255	88.9%
PUBLIC AFFAIRS	15	13	86.8%
AVIATION	1221	442	36.2%
AIR DEFENSE	556	177	31.8%
FIELD ARTILLERY	1502	457	30.4%
INFANTRY	4200	835	19.9%
ARMOR	1636	281	17.2%

Table 1

Factors contributing to the low selection rate for the Infantry may include force reduction and the current CMF 11 fill rates which are 103% for 11B SFCs and 105% for 11C SFCs.

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The information in tables 2 thru 8 is based off of data from Enlisted Distribution and Assignment System (EDAS) and the US Army 2012 SFC Considered Select List. All unit data is based off of the unit of assignment at the time the board convened. The blue highlighted data is the basis (base selection rate) for comparison in each table. Lines highlighted in green indicate those data elements where the selection rate was statistically higher than the base rate. Those traits, units, duty positions, etc that have significantly lower rates are indicated in red.

Although the Selection rates may be different in those that remain un-shaded, due to the considered/selected population sizes they are statistically similar and do not represent a selection rate that would be unexpected when compared against the baseline (blue highlighted data).

2. Table 2 illustrates the selection of SSGs assigned to Generating versus Operating Force units.

CMF 11 GENERATING VS OPERATING FORCE			
FORCE SEGMENT	CONSIDERED	SELECTED	RATE
CMF 11 TOTAL	4200	835	19.9%
GENERATING FORCE	1535	311	20.2%
OPERATING FORCE	2665	524	19.7%

Table 2

This is the first year since the beginning of OEF/OIF that the selection rates for the Generating and Operating Force have been statistically equal.

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3. Table 3 illustrates the Operating Force by type of unit.

CMF 11 OPERATING FORCE BY UNIT TYPE			
UNIT TYPE	CONSIDERED	SELECTED	RATE
TOTAL	2665	524	19.7%
RANGER	53	45	84.9%
IBCT (ABN)	307	84	27.4%
PATHFINDER	15	4	26.7%
TOG	38	10	26.3%
IBCT	750	165	22.0%
BfSB	16	3	18.8%
SBCT	522	81	15.5%
OTHER	115	16	13.9%
ABCT	705	97	13.8%
EAB	144	19	13.2%

Table 3

NCOS in the Ranger Regiment and the IBCT (ABN) continue to have higher selection rates while NCOs in ABCTs (former HBCTs) continue to have selection rates significantly lower than all other formations.

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4. Table 4 illustrates Operating Force selection rates by division / separate brigade.

CMF 11 OPERATING FORCE BY DIVISION / SEPARATE BRIGADE			
UNIT	CONSIDERED	SELECTED	RATE
Operating Force	2665	524	19.7%
75TH RANGER	53	45	84.9%
173RD ABN	51	14	27.5%
TOG	38	10	26.3%
10TH MTN	222	57	25.7%
82ND ABN	207	53	25.6%
101ST AASLT	215	54	25.1%
2 SCR	96	23	23.9%
4TH ID	145	26	17.9%
25TH ID	306	53	17.3%
1ST ID	180	31	17.2%
3RD ID	155	24	15.5%
OTHER	229	34	14.9%
1ST CD	170	25	14.7%
2ND ID	226	33	14.6%
170TH INF BDE	55	7	12.7%
3RD ACR	51	6	11.8%
1ST AD	207	23	11.1%
172ND INF BDE	59	6	10.2%

Table 4

The 75th Ranger Regiment had a selection rate significantly higher than the rest of the Infantryman in the Operational Force Divisions and Brigades where as the 1st AD had a significantly lower selection rate. All other Divisions/BCTs had statistically similar selection rates.

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5. Table 5 illustrates the Generating Force broken down by type of assignment.

CMF 11 GENERATING FORCE BY TYPE OF ASSIGNMENT			
TYPE OF ASSIGNMENT	CONSIDERED	SELECTED	RATE
GENERATING FORCE TOTAL	1535	311	20.3%
RANGER INSTRUCTOR (RI)	92	59	64.1%
DRILL SERGEANT	336	120	35.7%
STUDENT	66	12	18.2%
OTHER	60	10	16.7%
INSTALLATION MANAGEMENT	15	2	13.3%
INSTRUCTOR(- RI)	491	64	13.0%
AC/RC	108	14	13.0%
RECRUITER	184	21	11.4%
11TH ACR	38	4	10.5%
WTU WARRIOR	44	2	4.6%
WTU CADRE	101	3	3.0%

Table 5

Current and former Instructors (- RIs) and Recruiters continue to be selected at a significantly lower rate than their peers.

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6. Table 6 illustrates the Selection rate of Soldiers with specific Special Qualification Identifiers (SQI).

SPECIAL QUALIFICATION IDENTIFIERS (SQI)			
SQI	CONSIDERED	SELECTED	RATE
CMF 11 TOTAL	4200	835	19.9%
75 TH RANGER REGIMENT LEADER (U)	51	43	84.3%
RANGER PARACHUTIST (V)	247	148	59.9%
RANGER (G)	34	12	35.3%
RANGER TOTAL (U,V,G)	332	203	61.1%
DRILL SERGEANTS (X)	343	122	35.6%
PARACHUTIST (P)	1393	250	18.0%
INSTRUCTOR (8)	647	96	14.8%

Table 6

Soldiers with no SQI (SQI "O") had better selection rates than those who served as Instructors and retained it as their only SQI.

7. Table 7 illustrates the Selection rate of Soldiers with specific Additional Skill Identifiers (ASI).

ADDITIONAL SKILL IDENTIFIERS (ASI)			
ASI	CONSIDERED	SELECTED	RATE
CMF 11 TOTAL	4200	835	19.9%
PATHFINDER (F7)	177	77	43.5%
JUMPMaster (5W)	177	71	40.1%
RECONNAISSANCE AND SURVEILLANCE	54	20	37.0%
SNIPER (B4)	122	32	31.7%
AIR ASSAULT (2B)	632	158	25.0%
BRADLEY MASTER GUNNER (J3)	120	29	24.2%
HEAVY WEAPONS LEADER COURSE (B8)	53	12	22.6%
JAVELIN GUNNERY (2C)	167	30	18.0%
BATTLE STAFF OPERATIONS (2S)	116	17	14.7%

Table 7

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8. General observations: The following information was gathered using a sampling of over 300 randomly selected Enlisted Record Briefs (ERB), and involved over 50 data points. This data does not include the entire selected field. The following additional observations include;

a. This year's average number of months spent as a Squad Leader fell from 36.6 months in FY11 to 31.2 months. Only 68% of those selected met the minimum recommendation of 24 months rated Squad Leader Time. The majority of Soldiers who did not meet the 24 month minimum Squad Leader Time ERBs indicated they had been assigned to SFC positions.

b. Over 43% of those selected had been in a rated SFC position, an increase from 37% in FY11.

c. In FY11 17% of those selected had served as an instructor at some point during their careers, that percentage fell to 13% in FY12.

d. Former and current Drill Sergeant Selections increased from 19% in FY11 to 33% in FY12.

e. The selection rate for those SSGs that have served as Recruiters more than doubled from 5% in FY11 to 12% in FY12. This rate is still significantly lower than both the CMF11 and Generating Force rates.

f. The average number of college credits earned by those selected was 26 semester hours. 85% of the selected SSGs had some college while only 42% of the non-selected SSGs had some college. A total of 3% of those selected had earned their Associates degree, and 2.5% had completed their Bachelor degree. Soldiers who had completed their degrees were selected at a lower rate than those who had some credit but no degree. One possible explanation for this is that the majority of Soldiers who successfully complete their degree were not in units/duty positions normally associated with success in the Infantry.

g. A total of 93% of the selected SSGs had earned the Combat Infantryman Badge (CIB), while 91% of the SSGs not selected have earned a CIB. The CIB is no longer a discriminator as seen in FYs 2007-10.

h. A total of 71% of the selected SSGs had earned their Expert Infantry Badge (EIB), only 55% of the non-select population had earned their EIB. The EIB is becoming significant in selection to the Senior NCO ranks in the Infantry even for those with multiple combat tours.

9. Non-Selects: The following patterns became apparent after studying a random sampling of non-select ERBs:

a. The average Non-Selectee had less Squad Leader time than recommended, 45% had less than 24 months with many having none at all.

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- b. 58% of the non-select population had only a High School Diploma or GED.
- c. Noticeably lower, missing, or outdated Army Physical Fitness Test scores; 45% having no score present or outdated by many years. The average score for those with a current APFT on file was 249, significantly lower than the selected average of 283.
- d. EIBs were present in only 55% of the sampling, and only 50% had earned both EIB & CIB.
- e. Many SSGs ERB had assignment histories and other data that seemed to be disjointed, haphazard, and cluttered. Multiple entries such as excess, known-loss, or incoming-personnel (some as many as 15) as well as locally designated non-standard duty titles did little to set the NCOs up for success. Many of the ERB's appeared to have not been updated or reviewed by the Soldier or his firstline supervisor.

10. Summary: The Office of the Chief of Infantry (OCOI) is confident the selection board selected our most qualified SSGs for promotion to SFC. The average selectee for promotion has earned CIB and EIB, has an average of 4.8 years time in grade and 10.5 years time in service. In the Operational Force the Selection Board heavily favored SSGs assigned to the 75th Ranger Regiment and in the Generating Force SSGs assigned as Ranger Instructors and Drill Sergeants were heavily favored. Ranger qualified NCOs had a selection rate of 61.14%. SSGs that hold a SQI and or an ASI made up 88.14% of the NCOs selected for SFC. SSGs that successfully completed Pathfinder, Jumpmaster, Reconnaissance and Surveillance Leaders, Sniper, Air Assault, Bradley Master Gunner, Heavy Weapons Leader, or Drill Sergeant Courses were all selected at rates higher than the CMF 11 selection rate of 19.88%.

D. REFERENCES:

1. US Army 2012 SFC Considered Select List
2. Unites States Army Force Management Support Agency (USAFMSA) Master List of UICs
3. The Enlisted Distribution and Assignment System (EDAS)
4. Enlisted Records Brief (ERB) re-produced through EMILPO